



University : National Chin-Yi University of Technology
Country : Taiwan
Web Address : www.ncut.edu.tw

[SDGs 17] Partnership for the Goals 全球夥伴

[17.3.16] Please indicate if your university publishes progress against SDG16?

National Chin-Yi University of Technology (NCUT) is committed to promoting peace, justice, and strong institutional values, aligning its efforts with **Sustainable Development Goal (SDG) 16**. The university integrates **transparent governance, ethical practices, and inclusive policies** to foster a fair, peaceful, and safe campus environment.

Transparent Governance Policy of NCUT School Affairs

I. Governance Policy of NCUT School Affairs

Transparent Administrative Decision-making: NCUT has established a variety of meetings that include the following topics: school affairs, administration, teaching affairs, student affairs, college affairs, and academic degree and curriculum meetings within departments and institutes. The following committees have also been established: teacher review, teacher appeal deliberation, student appeal deliberation, school affairs development, gender equality education, general education consulting, and university fund management in accordance with the college and university act. Each NCUT administrative decision is implemented according to relevant resolutions made in the aforesaid meetings. All the meeting minutes are publicly available online.

Administration Processes Standardization: In order to ensure the smooth and transparent administration of NCUT, each unit of NCUT has already established Standard Operating Procedures (SOPs) which include relevant laws and regulations, business instructions, and contact information. These SOPs are announced on the school's webpage so that internal and external stakeholders of NCUT can learn about and query relevant information.

Hierarchical Accountability: Official documents are verified and approved according to the authorization of "Detailed Statement of Hierarchical Accountability of Official Documents", and an agency system is implemented and executed by a series of deputies to improve administrative efficiency. Further, deputies are asked to implement substantial agency in real-time to facilitate the smooth promotion, implementation, and seamless connection of these issues. As shown in the figure.



Administrative Decision-making

II. Transparency of NCUT school information:

NCUT systematically deliberates and analyzes issues related to its school affairs in accordance with the "Regulations for Setting up the Office of Research and Development of NCUT." This includes research on topics such as coaching economically disadvantaged students, assessing satisfaction with learning in special international classes, evaluating academic output, and monitoring world university rankings. Based on the analysis results, NCUT formulates policies and measures aimed at improving its school affairs. These important matters are then incorporated into the development plan of school affairs.

Moreover, to foster an environment of empirical data and knowledge sharing, NCUT not only publicizes abstracts of the analyzed issues but also actively participates in internal and external seminars to communicate these findings publicly.

In response to the globalization of colleges and universities, the Office of Research Development proactively drafts strategies to enhance the integration of international research with industry internationalization. This effort aims to strengthen NCUT's ranking and international reputation among universities worldwide.

III. Promoting Justice and Equality on Campus

- **Gender Equality Education Committee:**

This committee works to eliminate gender-based discrimination and promote **equal opportunities** for all, reflecting the principles of **justice and human dignity**.

- **Grievance and Reporting Mechanisms:**

The university offers **transparent channels** for addressing complaints, misconduct, or discrimination cases, providing safe spaces for students and staff to report issues without fear of retaliation.

- **Adherence to Legal Frameworks:**



NCUT aligns with government regulations on **labor rights** and **human rights**, ensuring fair treatment of employees and students.

Participation of Faculty, Staff Members, and Students in Individual Policy Formulation

I. Participation of Student/Teacher Representatives in Various Meetings

NCUT places significant emphasis on the participation of faculty, staff members, and students in important university meetings. These individuals have the right to attend meetings, make proposals, and vote on relevant matters. Under a model of fair, impartial, and open meeting discussions, these three groups are encouraged to communicate their opinions. This collaborative approach aims to continuously improve the future development of NCUT's school affairs by integrating diverse perspectives and fostering an inclusive decision-making process.

A. School-level Decision-making Meetings:

NCUT organizes various school-level decision-making meetings, including administration meetings, school affairs meetings, school affairs development meetings, and school curriculum committee meetings, on a regular basis. From 2020 to 2022, at least more than 50 meetings were convened. These meetings saw active participation from a total of over 2,472 faculty and staff members. Such meetings serve as important platforms for discussing and making decisions on various aspects of school affairs, ensuring transparency, collaboration, and effective governance within the university community.

School-level Decision-making Meetings:



II. Campus Legal Consulting

A student legal consulting room has been set up in NCUT's Liberal Education Center since August 2020. Also, two professional legal consultants have been hired by the Office of Personnel to provide legal consulting services for faculty and students in their personal lives in the hope that they will



actively learn about the legal operations of the school, jointly participate in the meetings that involve formulation of regulations, and jointly abide by the regulations through common sense and trust.

III. Student Appeal Channel

NCUT has established the "Student Appeal Procedures of NCUT" to provide students, student unions, and other relevant autonomous student organizations with a fair, open, and legitimate channel for filing appeal cases. From 2020 to 2022, NCUT has accepted and handled a total of 4 student appeal cases. Additionally, 7 meetings related to students' appeals were convened during this period. Furthermore, NCUT has provided appeal consulting to students on 91 occasions, demonstrating its commitment to addressing student concerns and ensuring a transparent and responsive appeal process.

IV. Teacher Appeal Committee

NCUT has established the "Teacher Appeal Deliberation Committee" in accordance with the Teachers Act, organization and deliberation criteria outlined by the Ministry of Education, and NCUT's organizational procedures. This committee is responsible for hearing appeals from teachers regarding their rights and interests. From 2020 to 2022, one teacher appeal case was heard by the committee. This demonstrates NCUT's commitment to providing a fair and transparent process for addressing teacher concerns and safeguarding their rights within the university community.

Complete Welfare System for Faculty and Staff Members

In order to optimize the benefits granted to faculty and staff members, improve their physical and mental health, better their work life, and stabilize their lives, NCUT has established an employee assistance scheme and welfare system. These are explained as follows:

Category	Welfare and measures
Benefits	<ul style="list-style-type: none">Education subsidy for employees and their children at NCUT ranges from NT\$ 500 to NT\$ 35,800. Over the past three years, NCUT has provided subsidies to 675 individuals, totaling over NT\$ 9.93 million.Cultural and recreational activities at NCUT include various events such as Spring Festival worship activities, celebrations for Teachers' Day, and monthly birthday celebrations. These activities aim to foster a sense of community, celebrate cultural traditions, and recognize the contributions of faculty and staff members.

	<ul style="list-style-type: none"> • Subsidies for employees' leisure activities at NCUT amount to NT\$ 500 per person at most. Over the past three years, NCUT has allocated more than NT\$ 470,000 towards these subsidies. • Subsidies for the establishment of faculty and staff associations at NCUT are available for associations with more than ten members. The basic activity fund subsidized every month is NT\$500. Over the past three years, NCUT has subsidized eight associations, with the total subsidy amount exceeding NT\$600,000. • Use of public facilities including the library, Computer Center, and sports venues.
<p>Health services</p>	<ul style="list-style-type: none"> • Analysis and evaluation of labor physical examination and health examination results, as well as health management and data storage. • Follow-up management and health guidance for individuals with abnormal health examination results. • Assisting NCUT in selecting workers for appropriate jobs. • Providing assistance at NCUT in preventing occupational injuries, offering health consultations, first aid notifications, and emergency treatments. • Handling the assessment and case management of workers at risk of maternal health hazards, occupational injuries, and high-risk occupational health issues. • Assisting NCUT in identifying and assessing workplace environment, operational hazards, and emergency response related tasks. • Planning and implementing labor health education, hygiene guidance, and health promotion measures at NCUT.
<p>Health Checkup</p>	<p>NCUT ensures compliance with the provisions outlined in the Occupational Safety and Health Act regarding the handling of periodic health checkups, as well as health checkups for workers engaged in particularly hazardous work. Additionally, NCUT provides health services through visiting physicians specializing in occupational medicine. All expenses associated with these health services, including periodic health checkups and specialized services, are fully covered by NCUT. This commitment reflects our dedication to maintaining the health and safety of our workforce in accordance with legal requirements and industry standards.</p>

Year	General worker	Worker engaged in especially hazardous work
2021	NT\$ 900/person and 99 persons in total	7
2022	NT\$ 900/person and 99 persons in total	7
2023	NT\$ 1,200/person and 70 persons in total	6

Health services provided by visiting physicians from occupational medicine specialty:

- 2021: Once every two months, and eight people in total (due to the influence of the epidemic)
- 2022: Once every two months, and 21 people in total
- 2023: Once every 2 months, serving a total of 153 people as of August (including health lectures)

Category	Welfare and measures
Gender friendly	<ul style="list-style-type: none"> • Establishing a breastfeeding (breast milk collecting) room • Gender friendly toilets • Full pay for maternity leave • Paternity leave • Parental leave without pay • Agent and short-term manpower for teachers on parental leave without pay. • Formulation of measures to prevent and handle sexual harassment as well as regulations for appeals and disciplinary actions (including appeals of faculty and staff members regarding sexual harassment). No appeals in the past three years.
Leave	<ul style="list-style-type: none"> • Statutory leave: Public holiday leave, special leave, casual leave, sick leave, marriage leave, funeral leave, maternity leave, antenatal care leave, paternity leave, etc. • Human-oriented leave: Leave without pay for three years (not including parental leave), parental leave without pay (two years at most), menstrual leave (stipulated in the Act of Gender Equality in Employment), and

	sacrificial leave of indigenous peoples, etc.
Staff reward and punishment	<ul style="list-style-type: none"> Highlights for reward and punishment have been stipulated. Reward, recording of a merit, admonition, recording of a demerit, etc. would be given based on the performance of faculty and staff members.

V. Chang Ming Wang Guoxiu Cultural and Educational Foundation:

Certainly, the National Chin-Yi University of Technology (NCUT) offers a range of awards and rewards to recognize the achievements and contributions of teachers, students, staff, and alumni across its affiliated institutions, including the junior college, continuing education college, and junior college training school. These awards are granted for various accomplishments such as further study, outstanding teaching service performance, and notable research outcomes. Additionally, NCUT is responsible for managing scholarships, organizing cultural and educational academic activities, and overseeing talent cultivation initiatives.

The below Table would likely outline the details of these awards, scholarships, and activities, including eligibility criteria, application procedures, and the selection process. It may also include information on the frequency of awards, the amount of scholarship funds available, and the types of cultural and educational events organized by NCUT.

Table: Results of the foundation's execution of activities and awards

Activities held by the foundation	2021	2022	Jan-Jul, 2023
Sponsor Chin-Yi cultural and educational activities	395,000	427,000	205,000
Chang Ming Guoxiu Lecture	40,000	50,000	50,000
CHingyong Chinxue Love School Scholarship	660,000	650,000	310,000
Scholarships for outstanding low-income students in Kaohsiung area	100,000	100,000	50,000
National Chinyi University of Science and Technology's Outstanding Student Association Development Subsidy	150,000	150,000	125,000
Emergency Relief Scholarship	230,000	270,000	160,000